



DEPARTMENT OF EDUCATION

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PUBLIC MEETING:	DPAS-II Advisory Committee Meeting
MEETING DATE AND TIME:	Wednesday, December 2, 2015 – 1:00 pm
PLACE:	401 Federal Street, Dover, DE 2nd Floor Cabinet Room, Townsend Building
MINUTES APPROVED:	January 19, 2016

MEETING MINUTES

MEMBERS PRESENT

Dr. Susan Bunting
Sherry Antonetti
Bill Doolittle
Dr. Charlynn Hopkins
Representative Earl Jaques
Jill League
Suzette Marine – *arrived at 1:27pm*
Jennifer Smith
David Tull
TJ Vari

DEPARTMENT STAFF/OTHER MEMBERS

Renee' Holt, DDOE, Secretary
Atnre Alleyne, DDOE
Laura Schneider, DDOE
Donna Johnson – *arrived at 1:18pm*
Christopher Ruskowski, DDOE - *arrived at 1:52pm*

MEMBERS ABSENT

Tyler Wells
Lindsay O'Mara
The Honorable David Sokola

OTHERS PRESENT

Jackie Kook
Matt Matthews
Deborah Stevens

Call to Order

Dr. Bunting called the meeting to order at 1:16pm.

Approval of Agenda

Dr. Bunting called for a motion to accept the agenda. Rep. Jaques made a motion, seconded by Mr. Tull to accept the agenda as presented. The motion was unanimously approved.

Approval of Minutes

Dr. Bunting called for a motion to accept the minutes as presented. Mr. Tull made a motion, seconded by Rep. Jaques to accept the minutes as presented. The motion was unanimously approved.

Donna Johnson entered meeting at 1:18pm

Colonial School District Alternative Evaluation System Presentation

Dr. Bunting introduced Colonial School District representative – Pete Leida, Director of Schools, Colonial School District. Mr. Leida provided an overview of the presentation documents. The following items were identified in the presentation:

- The district was struggling with DPAS II implementation and effectiveness, which lead to the development of the alternative evaluation system.
- The district worked with DSEA – teachers and administrators across the district, as well as consulting with InSight Ed group.
- The district was very happy with the product.
- The district recognizes there will be opportunities for feedback and to make adjustments as they go along.
- Component V and Specialists were not addressed in this current model due to the flux with adoption of Smarter Balance and because Specialists roles and responsibilities were too diverse. These will be addressed this coming year.
- The goals were to provide quality feedback and increased frequency, with the evaluation system being meaningful and effective for administrators and educators.
- The district reduced the criteria to 5 performance standards with a schedule of feedback:
 - 5 for experienced educators and 8 for novice educators.
 - Annual summatives to align with DOE requirements.
 - Varies by experience level. Evidence collection determines ratings.

The group discussed Colonial's plan for refining the process.

- Data review, calibration activities, side by sides, group session (leadership meetings).
- Workgroup continues to meet to determine how to evaluate this year after the system has time to grow, then to make some revisions based on feedback from all the groups affected.
- Already anticipated making revisions. In year 1 the district has to resubmit as part of the clause.

The group discussed other districts being able to use Colonial's model. Mr. Ruszkowski clarified that the model was already public but could be shared in a more visible manner. The group discussed the opportunities available to districts to review multiple systems and determine the best for their district's needs. Mr. Leida announced that the district was having an open session on January 28, 2016 if people were interested in hearing more information.

Some important points to note:

- There is a trust built between administrator and educator regarding verbal feedback after walk-throughs. The educator knows nothing will go into the employee file this year. (i.e., improvement plan, etc.)
- With it not being part of the file, the impact for an educator on an initial license going to continuing license is addressed in the summative ratings.

DPAS-II Sub-Committee Updates

Dr. Bunting recognized Ms. Kook. Ms. Kook reviewed House Joint Resolution 6. Ms. Kook provided a recommendation letter from the sub-committee and reviewed the rationale that shaped the sub-committee recommendation. The annual summative rating format – the way it stands now – directly impacted the sub-committee's recommendation. The sub-committee made a formal recommendation to the parent committee to rescind the regulation requiring annual summatives for 2017-18, and felt the regulation and statute supported the recommendation.

After further discussion, Mr. Vari expressed surprise at the recommendation, stating his expectation and understanding was that the sub-committee was going to present options for what an annual summative would look like and felt like the group was taking a step backward. Examples were provided of possible recommendations from the sub-committee, including:

- The sub-committee didn't agree with the term "annual summative" and recommended it to be called something else.
- Compilation of activities that would constitute a short.
- Frequency of observations required for novice educators and experienced educators.

Discussion regarding clarification of the charge for the sub-committee continued, as well as the full charge of the House Joint Resolution 6. The sub-committee was instructed to continue working to provide recommendations to the parent committee by the March deadline.

Future Meeting Dates Selection

The next meeting will be Tuesday, January 19, 2016 beginning at 5:00pm.

Public Comment

No public comment was recorded.

Adjourn

The meeting was adjourned at approximately 6:30pm. (The exact time was not recorded.)

Respectfully submitted,

Renee' M. Holt

Renee' Holt, Secretary